

SIMONE DE BEAUVORI

INSTITUTE

No. 2
Sept. 15, 1986

INFORMATION

INVITATION

The Week of September 8-13 at the Institute
As announced in our letter of September 8, 1986, the SAITAMA WOMEN'S U.S.A. & CANADA MISSION visited the Institute on Monday September 8, 1986 from 13:30 to 15:30. Libbie, Laila, Arpi, Françoise, Mair and Christiane Savard were present to welcome the delegation. It was a very warm and cordial meeting. We exchanged information and views on Women's Studies programmes, legislation/ action concerning the status of women in Canada, Quebec and the universities. At the end of the meeting, gifts were exchanged. We received a decorative Japanese fan with a stand for display and two beautifully painted fish kites. The purpose of this mission was "to learn the circumstances of culture, industry welfare and education in U.S.A & CANADA and broaden views for the world-wide matters through the exchange of greetings with the women so that we can aim at improving women's social position." The group represented SAITAMA PREFECTURE. We offered the 25 members of the delegation a special "kit" of souvenirs: posters and T-shirts from the 1982 International Conference on Research and Teaching Related to Women as well as copies of the Thursday report with articles about the Institute, course brochures, copies of our bulletin/Newsletter etc.



Our prefecture is located in the region extending from the central part to the western part of the Kanto Plains just about in the middle of Japan and it is an inland prefecture adjacent to Tokyo, the Metropolis on the north, with an area of 3,799.32 km², about two-thirds of which comprise plains and the remaining one third, mountains.
The population of the prefecture that numbered 2,430,000 in 1980 increased to about 5,900,000 in 1986 with many incoming people as the prefecture is within the national capital zone.

This week at the Institute

Venez célébrer la rentrée à l'Institut - Welcome back party at the Institute
Place: Simone de Beauvoir Lounge Date: Thursday/jeudi sept. 18, 1986
Time: 1600 to 1800

Organizational matters

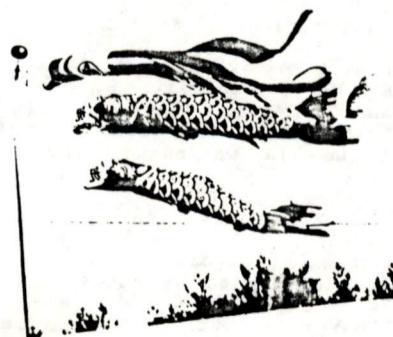
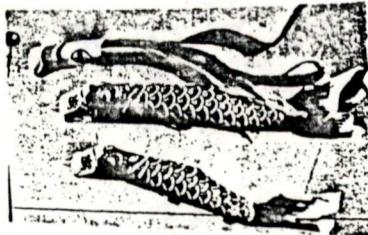
We are trying to organize the first meeting for the Council and the different committees. We have mailed to you special forms to be filled indicating your availability to attend these meetings. Please return these forms as soon as possible.

We also need to elect a new representative to the Council of the Faculty of Arts & Science.

For Your Information

We have received two reports which we are reproducing in the following pages:

1. From the Dean of Arts & Science
2. From Elizabeth Morey, Advisor to the Rector on the Status of Women



During the academic year 1985-1986, the Arts and Science Faculty offered 1,387 courses at the undergraduate level and 587 courses at the graduate level to a total student enrollment of 8,375 full-time students and 9,509 part-time students. As the figures indicate, the Arts and Science Faculty continues to be the vital core of the academic mission of the university.

The Arts and Science Faculty also contributed to the enrichment of the university's research profile. The Faculty received two "Action Structurante" grants, one in the Department of Chemistry and the other in the Department of Economics. As well, the FCAR renewed its grant to the Centre for Studies in Behavioural Neurobiology. In each of these cases, the Dean's Office made specific commitments to the recipients in order to demonstrate its support and encouragement of research and research centres. The Dean's Office also promoted research through travel grants and other commitments to individuals and to departments.

One major task during 1985-1986 was the provision of a smooth transition to the new administrative structure for the Arts and Science Faculty. Because of the excellent work of the Vice-Deans, the transition to the new structure proved to be less difficult than imagined.

Vice-Dean Valaskakis established a coherent and equitable policy on workload assignment that allows for uniform application across the faculty. She also constituted an academic development committee to assist her in planning for the academic development of the faculty.

Vice-Dean Albert established a research review committee. This committee set forth uniform policies and organized an open competition for the allocation of research grants. Dr. Albert also became the faculty's expert in questions of space needs and allocation.

Vice-Dean Dicks constituted an advisory committee on support staff to work towards the establishment of clear and uniform policies across the faculty. Because of chronic underfunding and historical inequities, the institution of a uniform policy for support staff will be a difficult task, but Vice-Dean Dicks and his committee have taken the first steps.

Vice-Dean Shlosser faced one of the most vexing problems, student advising, in the faculty. With her usual tact and good will, she created a more positive attitude towards the entire issue of student advising. Although there is not yet a uniform policy on the issue, Vice-Dean Shlosser has prepared the way for the establishment of such a policy.

In November, the Dean and the Vice-Deans requested each Chair to submit a five year academic plan. Using the departmental submissions as a basis for discussion, the Dean and the Vice-Deans began to formulate a framework for academic planning in the faculty. Although not yet complete, the framework should be available in October or November of 1986. The framework will provide a flexible proposal for the academic development of the Arts and Science Faculty that will allow for the most effective use of the limited resources available to the faculty.

In an effort to create a uniform promotion policy throughout the faculty, the Dean, in consultation with the Vice-Deans and Chairpersons, wrote a document on the criteria for promotion that elaborates on the pertinent articles in the Collective Agreement. The Dean also prepared a document that offers each faculty member the opportunity to present a proper teaching dossier to the various performance review committees and promotion committees in the faculty and the university.

In an effort to promote scholarship among the students, the Dean instituted a "Dean's List" which includes the names of all students who achieved at least a 3.75 G.P.A. with a minimum of 12 credits. Since students receive recognition for a variety of activities within the university, the Dean thought they should also receive recognition for scholarship, the most important activity of all.

There were a number of promotions in the faculty in 1985-1986 and congratulations are in order for Richard Diubaldo (History), Barry Frank (Physics), Adalbert Lallier (Economics) and Robert Martin (English) who were promoted to the rank of Professor, and to Jacinthe Baribeau (Psychology) who was promoted to the rank of Associate Professor.

There were also a large number of appointments and reappointments to the position of Chairperson: E. Preston (Classics), G. Auchinachie (English), G. Decarie (Acting - History), J. McGraw (Philosophy), R. Morozuk (Theological Studies), W. Gilsdorf (Communication Studies), W. Knitter (Education), H. Habib

(Political Science), F. Muller (Economics), C. White (Psychology), E. Maly (Biology), P. Bird (Chemistry), C. Kalman (Physics) and G. Sassano (Geology). In addition, D. Shapiro was appointed Principal of the School of Community and Public Affairs and A. Hamalian was named Principal of the Simone de Beauvoir Institute.

Finally, the Dean requested each department Chairperson to submit an annual report and these are on file in the Dean's Office. It should also be noted that the support staff in the Arts and Science Office worked wonders throughout the year. Without their contribution, the entire enterprise would have collapsed.

Respectfully submitted,

C.L. Bertrand

C.L. Bertrand
Dean
Faculty of Arts and Science

EXECUTIVE SUMMARY
Status of Women at Concordia University
1985-86 Academic Year

The Advisor to the Rector on the Status of Women was appointed by the Board of Governors in October 1985 with a mandate to investigate all matters affecting women students, faculty and staff at Concordia. A nine-member committee representative of the the University's major constituencies (full- and part-time faculty and staff, undergraduate and graduate students, libraries, administration and alumni) was established with the Advisor as chair.

The 1982 Status of Women Report "Weaving the Fabric for the Future" served as a guideline in setting priorities for action. A need to reach every area of University life in the committee's two-year mandate required the division of the report's recommendations into two categories: issues to be dealt with through participation in existing committees and through direct programming and five major themes requiring more in-depth research, review and suggestions for policy change. Working groups made up of interested individuals from outside the committee were set up to deal with:

- 1) employment and pay equity, 2) sexual harassment,
- 3) part-time employment, 4) professional development and
- 5) curriculum. Recommendations from these groups are expected by spring 1987.

Support has been widespread throughout the University with financial assistance for research and programming provided by CUNASA, CUSA, CSA, the Dean of Students Office and the Faculty of Fine Arts. A commitment of research assistance from CUFA has yet to materialize.

In order to ensure that inequities facing women students, faculty and staff become visible and thus be addressed, a major information campaign was undertaken: consultation meetings with many academic and non-academic departments, with staff, faculty and students, with governmental agencies and community organizations; information sessions on a variety of issues (ie. sexual harassment, financial aid for single parents on welfare); articles in the University press.

Although the major inequities existing in hiring will not be acted upon until working group reports are tabled, the general climate for women at Concordia has slowly begun to improve. Academically, issues such as sexual harassment and sexism in the curriculum are being reviewed and dealt with by the Learning Development Office, academic committees (ie. Curriculum Coordinating Committee) and faculties, with Fine Arts and Arts and Science having established Status of Women Committees.

Outside the classroom, a few major steps have been taken including the hiring of a female Associate Director of Athletics which should help rectify the traditional lack of presence of women in this area. The Security Department has begun preliminary investigation into the improved training of security guards on the issues of sexual harassment and assault. Facilities for a daycare on the Loyola campus have been approved although the project must await the spring of 1987 for government funding. University documents (contracts, job postings, course descriptions, etc.) are being systematically reviewed to reflect inclusive language. Student associations have seen an increase in participation by women, and the student press has highlighted many articles on women's issues. CUSA has included a Women's Guidebook in their Student Orientation Handbook. Although

the lack of female role models within the University is blatant, especially among faculty, the Board of Governors, in awarding honorary doctorates to more women this year, has underlined the University's comprehension of the problem and a willingness to take positive action.

Over the 1986-87 academic year, together with the tabling of reports by the five working groups, a variety of projects are proposed to expand on the work done to date, and to address issues as yet mostly untouched by the Committee: women students in non-traditional areas of study, role models, the disabled and international and mature women students.

WOMEN'S CENTER AT CONCORDIA

Several fellows and students of the Institute have called us to inquire about the new Women's Center being advertized in the Student Handbook and the Concordia Papers. As far as the Principal is aware the following is the situation: Elizabeth Morey, Advisor to the Rector on the Status of Women has called a series of meetings over the summer to discuss this proposal. Jo Vellacott attended a couple of these meetings in my absence. I attended one meeting in August. The following representatives have attended the last few meetings: K. Takacs, CUSA; L. Bellamy, GSA; A. Hamalian, Simone de Beauvoir Institute; L. Nilson, Women's Collective; L. Lussier/J. Calder-Lacroix, CUNASA; G. Rostig, WSSA. As far as I could tell from the meeting I attended, Elizabeth Morey was trying to coordinate services provided to women at Concordia and to identify areas of further need in an effort to coordinate new services if needed without duplication. However the Link article of September 2, 1986 presented a different reality. I have read the response of Karen Takacs and Elizabeth Morey in the Link of September 9, 1986. I am trying to clarify the situation with Elizabeth Morey. As soon as I have futher news I shall advise you all. (A. Hamalian) Below, please find the reproduction of the two Link passages related to this issue.

Women's centre not yet a fait accompli

to the editors:

re: Women's centre to open

We would like to clarify a few points that were mentioned in the story regarding the possible establishment of a women's centre at Concordia.

Contrary to the impression given in the article, a women's centre is not a fait accompli. An ad hoc committee with representatives from the Simone de Beauvoir Institute, CUSA, CUNASA, the GSA, the Committee on the Status of Women, the Women's Collective, and the Women's Studies Student Association have been meeting over the summer to discuss the viability of a women's centre on campus and to develop a proposal for further study. At present, a proposal is being developed to hire a consultant to undertake a needs analysis. The service

mentioned and the location of the centre are only suggestions should the consultant recommend the establishment of a centre.

We would also like to point out that a women's centre was not a recommendation of the 1982 Status of Women Report, and that funding sources for the project have not been identified as yet.

On behalf of the Women's Centre Steering Committee, we invite your comments and a suggestions.

**Karen Takacs
and Elizabeth Morey
for the Women's Centre
Steering Committee**

IMPORTANT EVENT AT THE INSTITUTE

I hope you have all received our invitation to a "Thank You" and "Goodbye" Party for Elizabeth Gardham the Administrator of the Insitute. Libbie is leaving the University on October 1st, 1986. The Dean's Office does not expect to be in a position to replace this appointment. I accepted the appointment as PRINCIPAL on the condition of having a full-time administrative assistant at the Institute in addition to the two secretar positions. I made this condition clear to the Search Committee, the Dean of Arts & Science and the Vice-Rector Academic before accepting the appointment in January 1986. In case the position of an administrative assistant is not maintained I shall resign as PRINCIPAL. I have advised the Dean of this situation. I shall keep you posted on new developments. (A. Hamalian)

Women's centre to open

by Maureen Argon

Women at Concordia will finally find refuge in a centre that can properly deal with their needs and concerns.

"There just is no drop-in or resource centre that caters to the women of the university", said Karen Takacs, CUSA co-president.

"Part of the problem at Concordia is that there are only formal structures to deal with problems like sexual harassment", said Takacs. "The fact that you are being threatened by a harasser, means that you're not going to want to go public."

"This is one of the many reasons why we need a women's centre—a place where a woman can go and find a sympathetic ear".

Although more in-depth studies will begin in November, organisers hope that services will be available this fall.

"The centre will provide services in counselling, health, rape crisis as well as being a place to drop in and talk with other women," said Elizabeth Morey of the Committee on the Status of Women.

The idea of a women's centre at

Concordia has been around for a long time. The Report on the Status of Women published in 1982 listed 67 recommendations for improving elements of women's life at the university. One of those recommendations was to create a women's resource and referral centre.

Funding for the centre will come from various women's groups on campus and possibly from outside the university as well.

"If this was funded only by CUSA there might always be the possibility that the project would be scrapped from one year to the next" said Takacs, "this way, with so many people involved, there is a chance for permanence and continuity. It will probably be much better this way."

The committee is recommending .. it a consultant be hired in November. The consultant would study the needs of the women at Concordia, look at existing services, and suggest an administrative structure to ensure the centres continued existence.

The women's centre will be located at 2130 Mackay. For any information or suggestions call Elizabeth Morey at 848-4841.

**Centre for Human Relations
and Community Studies**

**Three Weekend Workshops on
WOMEN IN ORGANIZATIONS**

The presence of women in professions and organizational managerial positions is no longer a question. However, that presence remains problematic with respect to working relationships, promotion, rewards and recognition. The purpose of this series of workshops is to explore these issues and specific strategies for dealing with them. All workshops are highly participative since the object is to provide personally relevant and practical knowledge and approaches to pursuing vocational goals.

Workshop Leaders: Dr. Sylvia Carter & Dr. Marilyn Taylor,
Centre for Human Relations & Community Studies, Concordia University
and guests —women leaders in the public & private sectors

Location: Concordia University, Annex F, Room 107, 2085 Bishop St.

Program Schedule (same for all weekends): Fri. 7 - 10 pm;
Sat. 9am - noon & 1:30 - 5:00 pm; Sun. 9:30 am - noon & 1 - 4:30 pm.

Program Fee: \$130 for the series; \$50 for individual workshops

Women in the Workplace: Issues & Challenges
Sept. 26 - 28, 1986

This workshop is designed to familiarize participants with the patterns and changes in employment opportunities for women and to develop a perspective on the common as well as individual issues which face us in work settings.

Strategies for Women's Career Advancement
October 17 - 19, 1986

This workshop is oriented to strategies in work settings and in career planning which will facilitate vocational goals, taking into account the special circumstances of women.

Planning Life with a Career
November 7 - 9, 1986

The exploration of personal values, constraints and dilemmas such as balancing a progressive career with a satisfying personal life will inform the activities of personal decision-making, identifying resources and action planning.

SIR GEORGE WILLIAMS CAMPUS
1455 DE MAISONNEUVE BLVD. WEST
MONTREAL, QUEBEC H3G 1M8

Call 848-2261

La vice-rectrice à l'administration et aux finances
de l'Université du Québec à Montréal,
madame Florence Junca-Adenot,
et les Éditions Gilles Vermette,
ont le plaisir de vous inviter au lancement du livre
Une gestion au féminin? Nouvelles réalités,
de monsieur Gilbert Terreb,
professeur au département des sciences administratives
et de madame Carole Simard,
professeure au département de science politique de l'UQAM.

Les invités auront l'occasion de voir la première
d'une série de treize émissions, réalisées concurremment par
Radio-Québec, intitulée "La gestion au féminin"
et diffusée à compter du 23 septembre à 11 h 30.

Le mardi 16 septembre 1986
17 heures
Galerie de l'UQAM, IJ-R120J
Pavillon Judith-Jasmin
1400, rue Berri
(angle des rues Berri et Sainte-Catherine)

R.S.V.P.
Hélène Morin, service de l'Information externe, UQAM, 282-3111
Suzanne Vermette, les Éditions Gilles Vermette, 641-1334

A REMINDER

This is to remind you of the general meeting of the Faculty of Arts & Science for all Faculty members and staff, to be held at the LOYOLA CAMPUS: WED. Sept. 17 12:00 noon Vanier Library

the SGW CAMPUS: FRI. Sept. 19
12:00 noon Hall Bldg. Room 110

The following information is taken from "Fortnightly Flash" the newsletter of the Women's Studies at the University of Connecticut, Storrs, Conn. 06268

EMPLOYMENT OPPORTUNITIES

WOMEN'S STUDIES PROGRAM, Full Professor, Hunter College at CUNY. Start July 1, 1987. Applicant should have experience in developing and administering grants and the ability to teach introduction to Women's Studies as well as courses reflecting specialized knowledge. Deadline for applications is Sept. 30. Write to: Dorothy O. Helly, Women's Studies Program, Box 483, 695 Park Avenue, NY, NY 10021.

SOCIOLOGY, Assistant Professor, Washington State University. Start August 1987. Specialization in social organization with emphasis in gender stratification, sex roles, and/or social theory. Review begins Oct. 15. Write to: Prof. Marilyn Ihinger-Tallman, Chair, Personnel Committee, Dept. of Sociology, Washington State University, Pullman, WA 99164-4020.

SOCIOLOGY, Assistant Professor, University of California, Santa Cruz. Fall 1987. Areas of specialization must include but not limited to sociology of the family. Preference will be given to candidates with strength in the sociology of gender and/or feminist theory. Applications are due Nov. 15 to Family Search Committee, Board of Studies in Sociology, Merrill College, University of California, Santa Cruz, CA 95064.

UCONN: The searches for the Deans of the School of Social Work and School of Education have been re-opened. We urge you to think of any suitable woman or minority candidate and encourage them to apply. Other positions open at UCONN include Business Consultant/Regional Director, Director of Placement for the School of Law, Library Archivist, and Executive Program Director for the Connecticut Writing Project.

INTERNATIONAL CONFERENCE ON THE EVOLUTION OF BROADCASTING

SESSION: "The Female-Male Equation in Broadcasting;
The Next Fifty Years"

TIME: Thursday, October 2, 1986 -- 11:10 am to 12:30 pm

PLACE: D.B. Clarke Theatre, Hall Building, Concordia University
1455 de Maisonneuve Boulevard West

TOPICS:

- * New perspectives in defining women's subjects: What is a women's subject? Must it always be "the family", "food", "fashion"?
- * What is the responsibility of the corporate bodies with respect to mandates, regulations, standards? How can real change be effected?
- * How to get men to participate in the equalization process? How to assist women not to appropriate the male model? Often the increase in numbers of women in broadcasting does not mean that sexism, either in representation or in function, is eliminated.

PARTICIPANTS:

Session Organizers: Renée Legris, Ph.D. (Research Director,
History of Broadcasting in Quebec, UQAM)
and Rosalind Zinman, Ph.D. (Research Associate,
McGill University; Research Fellow,
Centre for Broadcasting Studies,
Concordia University)

Chair: Rosalind Zinman

Panel: Madeleine Champagne (Coordinator, Portrayal of Women in Programming, CBC)
Guy Fournier (Vice-President, Quatre Saisons, CTV)
Rosalie Gower (Commissioner and Chairperson, 1986 Report on Sex-Role Stereotyping in the Broadcast Media, CRTC)
Bettye King Hoffman (Vice-President, Program Information Resources, NBC Inc.)

Discussions: Francine McKensie (Présidente, Conseil du statut de la femme, Québec)
Gertrude J. Robinson, Ph.D. (Professor, Graduate Program in Communication, McGill University)

Moderator: Suzanne Laberge (Broadcaster, Radio-Canada, CBC)

Exposition Travail de femmes
au Pavillon des Beaux-Arts (A-12)

Film documentaire à 20:00 heures
par François Grégoire et Jim de Sorensen

Travail de femmes

Women's Work

DATES: 1-11-24 Septembre 1986

LIEU: TV Galerie
Musée des beaux-arts
1455 de la Dorchester Ouest
Mtl.

HEURES: 0:00 à 2:00 heures

VERNISSAGE: Mardi, 1er septembre 1986
17:00 heures

FILMS ET PERFORMANCES: Vendredi, 4 septembre 1986
20:00 heures

ORGANISÉ PAR
LE COMITÉ PERMANENT
DE LA CONDITION FÉMININE;
FACULTÉ DES BEAUX-ARTS;
UNIVERSITÉ CONCORDIA

SPONSORED BY
THE PERMANENT
REVIEW COMMITTEE ON
THE STATUS OF WOMEN;
FACULTY OF FINE ARTS;
CONCORDIA UNIVERSITY